

# Memorandum

TO : Director of Security

**CONFIDENTIAL**

DATE: 5 January 1965

FROM : Chief, Personnel Security Division

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SUBJECT: Personnel Evaluation Board

1. On 4 January, you mentioned concern over the scope of the activities and the make-up of the subject Board.

2. This is a new Board, having been created by the DDIC in a memorandum dated 30 May 1964, a copy of which is attached.

3. The Personnel Evaluation Board, as indicated in this memo, was to be an expanded Disposition Board. The Disposition Board itself used to be known as the Psychiatric Disposition Board. The Psychiatric Disposition Board was the first of its kind in the Agency; neither it nor its successors have any relationship to the Employment Review Boards we used to have or to the Security Hearing Boards set up under E. O. 10450.

4. It is my feeling that while the thought behind the Personnel Evaluation Board is a good one, the Board is being used as a crutch by the Office of Personnel, is being concerned in the wrong cases at the wrong time, and is unnecessarily taking responsibility for decisions away from command.

5. Until P.E.B. was set up, the only cases which were presented to the Disposition Board were cases presented by the Medical Staff and were usually cases involving psychiatric or emotional type problems. Many of the cases presented by the Medical Staff seemed to be cases where they could not make up their minds.

6. Recent oral criticisms of the P.E.B. by the DD/S were that the Board did not consider enough cases and that the Board was not aggressive enough in following up on its decisions and in controlling the actions of command in these cases. This is mentioned to show the wide range in views regarding the P.E.B.

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GROUP 1  
Excluded from automatic  
downgrading and  
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7. It is recommended that our position on the P.E.B. be that:

- a. The Board be reduced in size to provide for membership of only the Director of Personnel, the Director of Security, and the Director of Medical Services; and
- b. The Board be convened only when the Director of Personnel is of the opinion that a decision to retain or to dismiss an employee made by an Operating Official is the wrong decision.

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Attachment

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